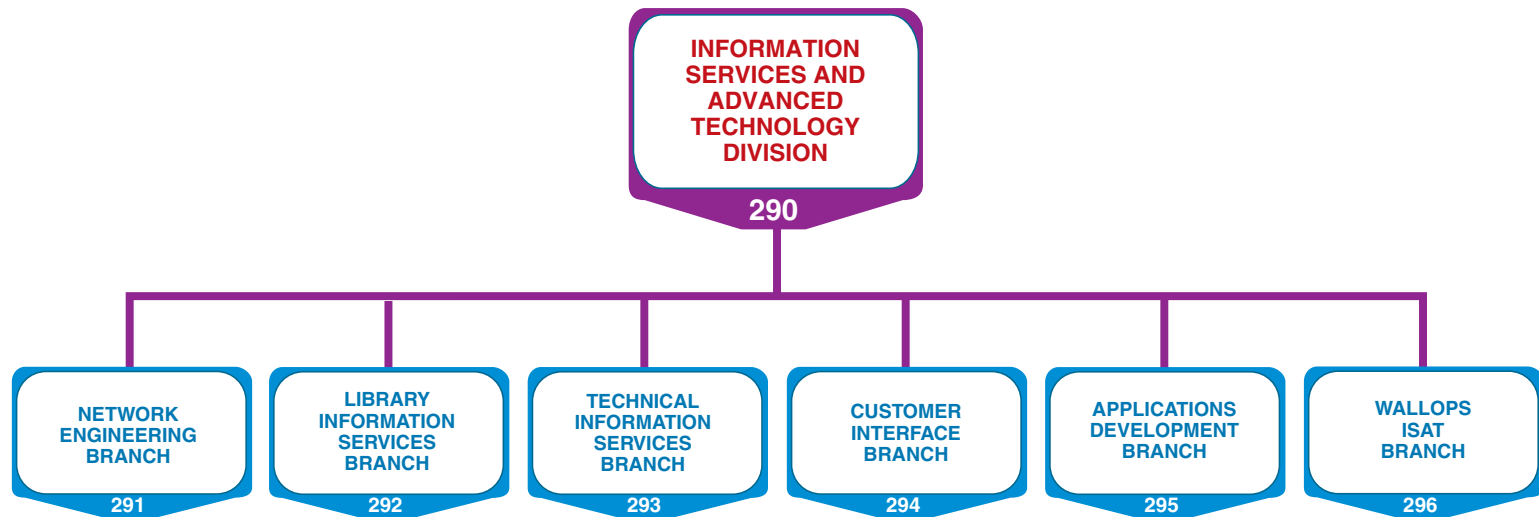


MANAGEMENT OPERATIONS



DECEMBER 1998